

F.Y.I.

INSIDE THIS ISSUE:

<i>Special Olympics</i>	4
<i>Vision and Values</i>	5
<i>Employee appreciation</i>	7

F.Y.I. is a publication of the Michigan Department of Corrections, Office of Public Information and Communications.
Editor Gail Madziar.

2006 COMBINED EMERGENCY SERVICES TRAINING INCLUDES HUNDREDS OF STAFF

More than 300 MDOC staff including 179 Emergency Response Team (ERT) members from all 21 ERT teams were joined by more than 20 law enforcement agencies from around the state for the 2006

Combined Emergency Services tactical search and recovery exercise in Ionia.

The Michigan Reformatory in Ionia was the setting for the collaborative prison training exercise designed to provide hands-on training for staff along with an opportunity to work in conjunction with law enforcement officials.

“This exercise is one more effort by the de-



Ed Mize, ERT Commander, and Sgt. Christine Wakefield, Asst. Commander Ionia Complex ERT Team, debrief the participants after the exercise.

partment to fulfill its mission of keeping the public safe,” said Director Patricia Caruso, who was on hand to observe. “We want to be a good neighbor as well and this training scenario can only make us better prepared to meet any potential challenges in the community.”

In the training scenario, 12 maximum security inmates (played by DOC and MSP employees) were involved in a motor vehicle crash resulting in

all 12 prisoners escaping into the woods and fields throughout the Ionia area. The participants in the exercise, the special weapons and tactics teams and several search groups had one assignment—track and recover all 12 prisoners.

The eight-hour exercise tested the limits of the searchers as they covered marshes, woods, fields and residences wearing full gear and carrying weapons loaded with fake ammunition. The

CONTINUED

2006 COMBINED EMERGENCY SERVICES TRAINING

CONTINUED FROM PAGE 1



teams of participants were confronted by a variety of scenarios.

A gunman was holed up in a hunting lodge. A prisoner with a weapon was barricaded in a house and there were several health care challenges including multiple corrections staff who were injured in the initial bus accident.

MDOC personnel teams were assisted in the search by MSP Canine, Aviation (helicopter), DNR Marine Patrol and Eaton County mounted division.

Also on hand were local public safety officials and fire department personnel, sheriff department deputies, the Federal Bureau of Prisons and the Internal Revenue Service – Criminal Investigation Division who sent their personnel to participate in this exercise.

“Participation has doubled this year,” said Bellamy Creek Sergeant Christine Wakefield, coordinator of the event. “Last year was such a success that we wanted to take full advantage of the opportunity to

gauge the effectiveness of a unified command concept and evaluate our communications process.”

More than 21 square acres were covered including state recreation land which was cordoned off for the exercise.

“This was a history-making exercise for the department as we successfully operated a Unified Command Center using the National Incident Management System structure for command and control in our training,” said Ed Mize, MDOC Emergency Services Manager.

Captain James Miller of the Ionia Maximum Correctional Facility acted as the Chief of Operations for this year’s scenario. Efforts were coordinated from a command center and a debriefing was held to conclude the exercise. The department will ask each participating agency for a written critique of the exercise.

“With written critiques from all the agencies



CONTINUED

COMBINED EMERGENCY SERVICES TRAINING

CONTINUED FROM PAGE 2

involved we can evaluate the areas of concern and structure future training to increase our effectiveness,” said Mize. “In addition, this allows us to move forward in building a seamless operational team with other participating agencies in the event of a large scale emergency.” **F.Y.I.**



DOC AND DNR PARTNER TO GROW NATIVE PLANTS

The Departments of Corrections and Natural Resources are working together to grow native trees, wildflowers and other plants that will reforest and restore native ecosystems in state parks and recreation areas.

The Prison Grow Program at eight prisons will provide an estimated 250,000 plants and 20,000 landscape trees over the next five years. Native seed will be provided by the DNR State Park Steward-

ship Program. Most of the seed was gathered by volunteers from unique natural ecosystems within Michigan state parks and recreation areas.

The landscape trees will be used to replant state park campgrounds and picnic areas devastated by the emerald ash borer.

The emerald ash borer is an invasive insect that has killed more than 15 million ash trees in southeast Michigan alone since

being discovered in 2002. Wildflowers and other plants will be used to restore rare native ecosystems.

“This is an opportunity to provide a service to the community and save tax payers’ dollars,” said Patricia L. Caruso, MDOC Director. “We’ll be helping to instill a positive work ethic in our offenders and provide them with quality vocational training in horticulture.”

Over a dozen native tree species including flowering dogwood, balsam fir, oak, hickory, sugar maple, and hackberry will be grown.

Other plants will include native prairie grasses, wetland plants, wildflowers and several rare species. **F.Y.I.**

SPECIAL OLYMPICS SUMMER GAMES HOST 3,000 ATHLETES

The Special Olympics Michigan 2006 State Summer Games hosted nearly 3,000 athletes and 2,000 coaches and volunteers at the Kelly/Shorts Stadium on the CMU campus in Mt. Pleasant June 1 through 3. To kick off this year's State Summer Games, the Michigan Law Enforcement Torch Run (LETR), a fund-raising group for Special Olympics made up of law enforcement and corrections personnel, set off on runs from Metro Detroit on May 31 and Jackson and Saginaw on June 1. As the Guardians of the Flame, the LETR then converged in Mt. Pleasant where athletes teamed up with law enforcement and corrections officers from throughout the state to run the torch into the stadium and light the flame of hope, signifying the official opening of the Games. Michigan's State Summer Games are the second largest Special Olympics Summer Games in the world.

LETR volunteers included the Michigan State Police, city police departments, county sheriff departments, fire departments and about 40 DOC personnel. **F.Y.I.**

MDOC staff clockwise from left: Roland Price, Saginaw Correctional Facility; Athlete send off from Jackson; John Avila, Crane Facility; Eric Morgan, Chippewa Correctional Facility; Eric Lindberg, Parnall Correctional Facility; and Laura Keiser, Charles Egeler Reception and Guidance Center



Clear Communication— Always a Work in Progress

by the Vision and Values Committee

The Vision and Values Committee is charged with reporting to the Director and making recommendations on vision and values within our department.

One of the findings of the committee is that our people want us to do a better job of communicating. It is the committee's recommendation that we could and should do a better job of communicating with our staff.

Through our leadership academies the department has found that the vast majority of our supervisors and managers view themselves as good communicators. However, when we had them ask their staff how the team communication was viewed, they were surprised to find that in nearly every case the staff responded that they would like more and better communication.

One of the issues may be that knowledge is sometimes equated with power. If there is a correlation, it is understandable that some folks may be hesitant to share. Who wants to give their power away?

The interesting thing is that most people who share information don't lose power. The more they share, the more they are respected and with that respect comes additional influence and power.

Another issue to consider is the importance of feedback. Nearly all of us have been expected to do more with less. And as a result, it would be very easy to fall into the trap of sending messages (especially via e-mail or memo) without regard to really seeking and valuing feedback. The potential harm in not actively seeking quality feedback is that not only may the message be unclear but equally important is that staff may not feel that their opinion or they themselves are valued.

Feedback may be an excellent place to start improving our communication because we have been practicing telling behavior for many, many years. Genuine listening is a relatively new concept for some. One of Dr. Stephen Covey's *Seven Habits of Highly Effective People* is to seek first to understand and then be understood. His point is that successful people are accomplished at shutting down distractions and really hearing what someone is saying before formulating a response.

This is a continuation of a series of articles written by the Vision and Values Action Committee as part of their efforts to illustrate the ideals and goals of the committee.

CONTINUED

Clear Communication— Always a Work in Progress

CONTINUED FROM PAGE 5

Here is a communication story that emphasizes that point.

There was a man named Earl who was watching television and saw a program that mentioned the percentage of Americans who have some degree of hearing loss. Earl said to himself, “You know, I think my wife does not hear as well as she once did.” So he decides to try an experiment. He looks through the door into the kitchen and sees her standing at the sink facing away from him. He says in a moderate voice, “Honey what’s for dinner?” She does not answer. He says to himself, “Aha! I think I’m onto something.” He then steps into the doorway and says again, “Honey what’s for dinner?” Once again she does not respond. He says to himself, “I knew it!” He takes a couple more steps into the room so that now he is standing just behind her when he says in a clear voice, “Honey what’s for dinner?” She immediately turns to Earl with a look of disgust on her face and says “Darn it, Earl, for the third time CHICKEN!”

If you agree that communications could and should be better. Please make sure your action or inaction is not the cause. Share as much information as can be legitimately shared and improve your listening skills. It will only serve to make a stronger and more efficient team.

There is an old saying—the cows don’t stay milked and the grass does not stay cut. The point is there are some things that need to be done again and again. Communications should be at the top of that list. We must routinely find ways to do more and better. **F.Y.I.**

Employee Appreciation night is July 22

State of Michigan Employee Appreciation Night is Saturday, July 22, 2006 at the Lansing Lugnuts game--7:05 game time. Pre-game festivities begin at 5:00 and include early entry to watch batting practice and free access to the playground area. Also included are group recognition and a chance to win the opportunity to watch the game from the owner’s suite, throw out the first pitch, join the radio broadcaster and sing the National Anthem.

For more information call: Nick Grueser at 517-485-4500 ext. 276 or email ngrueser@lansinglugnuts.com.

To order tickets for State of Michigan Employee Appreciation Night, go to the State of Michigan button on the Lugnuts Web site at www.lansinglugnuts.com. and follow the instructions for ticket ordering. **F.Y.I.**

EMPLOYEE APPRECIATION WEEK



St. Louis facilities



Oaks Correctional Facility



Chippewa Correctional Facility



Straits Correctional Facility



Central Office

DID YOU KNOW?



On-Line
Training

Did you know that the Windows XP Taskbar contains new features such as Taskbar Grouping, Quicklaunch, the notification area and taskbar locking?

To find out how to use these features and many other features in Windows XP, take the Windows XP User Fundamentals course.

Click on the On-Line Training icon on your desktop. **F.Y.I.**